HUMAN RESOURCES SECRETARIAT

EMPLOYMENT EQUITY DATABASE

SERVICE WIDE COUNTS

ANALYSIS

COUNTS FOR: GEOGRAPHICAL LOCATION, AGE, EDUCATION, STAFF STATUS, SALARY, TENURE AND JOB CATEGORY

BY

ABORIGINAL STATUS, RACE, FRANCOPHONE STATUS, DISABILITY STATUS AND GENDER

PUBLICATIONS ON I COUNT

- **Brochure:** I Count Results
  highlights the detailed findings of the analysis

- **Report:** I Count for Equality in Employment Census Results
  presents aggregate service wide data drawn from detailed analysis

- **Analysis:** Human Resources Secretariat Employment Equity Data Base Service Wide Counts Analysis
  this publication details an analysis of responses

These publications are available upon request from the Human Resources Secretariat, Staffing Services Branch, 7 Queen's Park Crescent, Frost Building South, Queen's Park, Toronto, Ontario, M7A 1Z5 - (416) 965-1483

In Addition

- **Computer Printout of I Count data:** Human Resources Secretariat Employment Equity Data Base Service Wide Counts Computer Printout

- **Technical Manual:** describes the methodology used in analysing the **I Count** data

The Computer Printout of **I Count** data and the Technical Manual are reference documents accessible in the Human Resources Secretariat Reading Room.

THE FOLLOWING TABLES ARE BASED ON DATA COLLECTED FROM THE JUNE 1986 **I COUNT** CENSUS OF CLASSIFIED AND UNCLASSIFIED STAFF IN THE ONTARIO PUBLIC SERVICE.

ABBREVIATIONS

Regions

S. W. Ont.	- South West Ontario
N. W. Ont.	- North West Ontario

Job Categories

ADM MOD	- Administrative Module
CLER MOD	- Clerical Module
OPER MOD	- Operational Module
PROF MOD	- Professional Module
TECH MOD	- Technical Module
EXEC COMP	- Executive Compensation Plan
LAW ENF MGT	- Law Enforcement (Management)
EXC CAT	- Excluded Category
ADM SER	- Administrative Services Category
CORR SER	- Correctional Services Category
GEN OPER	- General Operational Services Category
INST CARE	- Institutional Care Services Category
MAINT SER	- Maintenance Services Category
OFF ADM	- Offic Administration Category
SCI PROF SER	- Scientific & Professional Services Category
TECH SER	- Technical Services Category
LAW ENF	- Law Enforcement Category

Miscellaneous

NOT SPEC.	- Not Specified
YRS	- Years

ABORIGINAL STATUS BY REGION
(%)

REGION	NON ABORIGINAL	ABORIGINAL
East Ontario	16.2	12.6
South Ontario	24.0	17.7
Metro Toronto	26.5	23.1
South West Ontario	15.9	12.2
North West Ontario	17.5	34.5

REGIONS BY ABORIGINAL STATUS
(%)

	EAST ONTARIO	SOUTH ONTARIO	METRO TORONTO	SOUTH WEST ONTARIO	NORTH WEST ONTARIO
STATUS					
NON ABORIGINAL	98.6	98.7	98.4	98.6	96.5
ABORIGINAL	1.4	1.3	1.6	1.4	3.5

ABORIGINAL STATUS BY AGE
(%)

	NON ABORIGINAL	ABORIGINAL
AGE		
Less than 25	12.7	13.2
26 - 35	26.6	31.4
36 - 45	29.1	27.4
46 - 55	18.8	18.0
Over 55	12.8	10.0

AGE BY ABORIGINAL STATUS
(%)

STATUS	LESS THAN 25	26-35	36-45	46.66	OVER 55
NON ABORIGINAL	98.1	97.9	98.3	98.3	98.6
ABORIGINAL	1.9	2.1	1.7	1.7	1.4

ABORIGINAL STATUS BY EDUCATION (%)

EDUCATION	NON ABORIGINAL	ABORIGINAL
Grade 11 or less	21.0	35.9
Grade 12 or 13	49.1	39.8
Bachelor Degree or higher	17.9	4.8
Other	11.9	19.5

EDUCATION BY ABORIGINAL STATUS
(%)

STATUS	GRADE 11 OR LESS	GRADE 12 OR 13	BACHELOR DEGREE OR HIGHER	OTHER
NON ABORIGINAL	96.4	98.8	99.6	97.3
ABORIGINAL	3.6	1.2	.4	2.7

ABORIGINAL STATUS BY STAFF STATUS
(%)

STAFF STATUS	NON ABORIGINAL	ABORIGINAL
Civil Servant	78.5	65.8
Unclassified	21.0	33.4
Other	.5	.8

STAFF STATUS BY ABORIGINAL STATUS
(%)

STATUS	CIVIL SERVANT	UNCLASSIFIED	OTHER
NON ABORIGINAL	98.5	97.1	97.3
ABORIGINAL	1.5	2.9	2.7

ABORIGINAL STATUS BY SALARY
(%)

SALARY	NON ABORIGINAL	ABORIGINAL
$20,000 or less	18.9	21.6
$20,001 - 25,000	30.9	45.9
$25,001 - 35,000	26.0	24.1
Over $35,000	24.1	8.3

SALARY BY ABORIGINAL STATUS
(%)

STATUS	$20,000 OR LESS	$20,001-$25,000	$25,001-$35,000	OVER $35,000
NON ABORIGINAL	98.7	97.3	98.4	99.5
ABORIGINAL	1.3	2.7	1.6	.5

ABORIGINAL STATUS BY TENURE
(%)

	NON ABORIGINAL	ABORIGINAL
TENURE		
Less than 5 years	21.2	18.2
5 - 10 years	17.1	15.4
10 - 15 years	16.1	15.1
15 - 20 years	13.5	9.7
Over 20 years	32.1	41.7

TENURE BY ABORIGINAL STATUS
(%)

STATUS	LESS THAN 5 YEARS	5-10 YEARS	10-15 YEARS	15-20 YEARS	OVER 20 YEARS
NON ABORIGINAL	98.4	98.4	98.3	98.7	97.7
ABORIGINAL	1.6	1.6	1.7	1.3	2.3

ABORIGINAL STATUS BY JOB CATEGORY
(%)

JOB CATEGORY	NON ABORIGINAL	ABORIGINAL
Administrative Module	9.1	2.2
Clerical Module	.5	.8
Operational Module	2.5	2.4
Professional Module	4.9	.7
Technical Module	1.7	.9
Executive Compensation Plan	.9	.1
Law Enforcement (Management)	.2	0.0
Excluded Category	2.1	1.7
Administrative Services Category	7.6	4.4
Correctional Services Category	2.0	1.6
General Operational Services Category	4.4	9.9
Institutional Care Services Category	5.9	6.3
Maintenance Services Category	8.1	20.0
Office Administration Category	28.5	28.7
Scientific and Professional Services Category	6.6	2.9
Technical Services Category	9.6	13.0
Law Enforcement Category	5.2	4.2

JOB CATEGORY BY ABORIGINAL STATUS
(%)

	ADM MOD	CLER MOD	OPER MOD	PROF MOD	TECH MOD	EXEC COMP	LAW ENF MGT	EXC CAT	ADM SER
NON ABOR	99.6	97.4	98.3	99.8	99.0	99.8	100.0	98.6	99.0
ABOR	.4	2.6	1.7	.2	1.0	.2	0.0	1.4	1.0

	CORR SER	GEN OPER	INST CARE	MAINT SER	OFF ADM	SCI PROF SER	TECH SER	LAW ENF
NON ABOR	98.6	96.2	98.2	95.9	98.3	99.2	97.7	98.6
ABOR	1.4	3.8	1.8	4.1	1.7	.8	2.3	1.4

RACE BY REGION
(%)

REGION	NOT SPECIFIED	BLACK	EAST ASIAN	SOUTH ASIAN	SOUTH EAST ASIAN	WEST ASIAN	WHITE	OTHER
East Ont.	24.1	3.4	2.9	6.1	4.4	8.3	16.5	12.0
South Ont.	19.4	29.3	22.5	27.7	28.1	22.8	24.2	21.3
Metro Toronto	15.1	60.1	67.8	60.3	63.9	55.6	23.6	34.7
S. W. Ont.	16.0	5.9	3.3	4.0	1.7	9.4	17.4	8.0
N. W. Ont.	25.4	1.3	3.5	2.0	1.9	3.9	18.2	24.0

REGIONS BY RACE
(%)

	EAST ONTARIO	SOUTH ONTARIO	METRO TORONTO	SOUTH WEST ONTARIO	NORTH WEST ONTARIO
RACE					
Not Specified	15.2	8.3	5.8	10.3	14.5
Black	.6	3.6	6.6	1.1	.2
East Asian	.3	1.8	5.0	.4	.4
South Asian	.8	2.4	4.8	.5	.2
South East Asian	.3	1.5	3.1	.1	.1
West Asian	.2	.3	.8	.2	.1
White	80.0	79.1	69.6	85.7	80.0
Other	2.5	2.9	4.3	1.7	4.5

RACE BY AGE
(%)

	NOT SPECIFIED	BLACK	EAST ASIAN	SOUTH ASIAN	SOUTH EAST ASIAN	WEST ASIAN	WHITE	OTHER
AGE								
Less than 25	10.7	7.6	10.0	7.9	4.8	8.6	13.4	14.4
26 - 35	23.9	19.6	27.1	16.1	16.0	24.2	27.9	24.6
36 - 45	25.9	39.7	35.5	37.0	49.4	30.6	28.2	31.8
46 - 55	21.9	25.8	20.8	29.1	24.0	26.9	17.6	19.4
Over 55	17.5	7.3	6.5	9.9	5.7	9.7	12.8	9.8

AGE BY RACE
(%)

RACE	LESS THAN 25	26-35	36-45	46-55	OVER 55
Not Specified	8.6	9.1	9.1	11.9	14.1
Black	1.7	2.1	4.0	4.0	1.7
East Asian	1.5	2.0	2.4	2.1	1.0
South Asian	1.3	1.3	2.7	3.3	1.6
South East Asian	.5	.8	2.2	1.6	.6
West Asian	.2	.3	.4	.5	.3
White	82.3	81.4	75.7	73.2	78.2
Other	3.7	3.0	3.6	3.4	2.5

RACE BY EDUCATION
(%)

EDUCATION	NOT SPECIFIED	BLACK	EAST ASIAN	SOUTH ASIAN	SOUTH EAST ASIAN	WEST ASIAN	WHITE	OTHER
Grade 11 or Less	38.6	19.8	6.4	10.1	8.6	9.1	19.9	24.7
Grade 12 or 13	42.7	61.2	44.6	43.8	45.3	40.9	49.6	52.0
Bachelor Degree or Higher	6.1	10.0	37.8	34.4	37.4	36.5	18.5	9.3
Other (Not Specified)	12.6	8.9	11.1	11.8	8.6	13.4	12.1	14.0

EDUCATION BY RACE
(%)

	GRADE 11 OR LESS	GRADE 12 OR 13	BACHELOR DEGREE OR HIGHER	OTHER
RACE				
Black	2.2	3.5	1.7	2.2
East Asian	0.5	2.0	4.2	1.9
South Asian	0.7	2.1	5.5	2.1
South East Asian	0.4	1.2	1.7	0.9
West Asian	0.2	0.4	1.6	0.4
White	71.2	79.6	80.1	78.8
Other	4.1	3.4	1.5	3.8
Not Specified	20.8	8.0	3.6	10.1

RACE BY STAFF STATUS
(%)

	NOT SPECIFIED	BLACK	EAST ASIAN	SOUTH ASIAN	SOUTH EAST ASIAN	WEST ASIAN	WHITE	OTHER
STAFF STATUS								
Civil Servant	75.5	85.8	84.0	86.5	90.5	80.6	77.9	77.4
Unclassified	24.0	14.0	15.4	12.9	9.4	19.4	21.6	22.2
Other	0.5	0.3	0.6	0.6	0.2	0.0	0.5	0.4

STAFF STATUS BY RACE
(%)

	CIVIL SERVANT	UNCLASSIFIED	OTHER
RACE			
Not Specified	9.8	11.6	10.6
Black	3.2	1.9	1.5
East Asian	2.1	1.4	2.3
South Asian	2.3	1.3	2.7
South East Asian	1.5	0.6	0.4
West Asian	0.4	0.3	0.0
White	77.5	79.5	79.8
Other	3.2	3.4	2.7

RACE BY SALARY
(%)

	NOT SPECIFIED	BLACK	EAST ASIAN	SOUTH ASIAN	SOUTH EAST ASIAN	WEST ASIAN	WHITE	OTHER
SALARY								
$20,000 or less	19.7	20.8	19.9	18.1	17.0	16.1	18.7	22.0
$20,001 -$25,000	42.3	42.3	23.6	29.2	45.3	24.2	28.9	41.1
$25,001 -$35,000	25.9	22.8	24.0	22.3	27.6	20.4	26.4	23.4
Over $35,000	12.1	14.1	32.4	30.5	10.1	39.3	26.0	13.5

SALARY BY RACE
(%)

	$20,000 OR LESS	$20,001-$25,000	$25,001-$35,000	OVER $35,000
RACE				
Not Specified	8.9	13.9	10.0	4.6
Black	3.9	4.0	2.6	1.6
East Asian	1.8	1.5	1.9	2.9
South Asian	1.5	2.0	1.8	3.0
South East Asian	0.8	1.9	1.4	0.4
West Asian	0.2	0.3	0.3	0.7
White	80.5	72.3	79.2	85.1
Other	2.8	4.3	2.8	1.8

RACE BY TENURE
(%)

	NOT SPECIFIED	BLACK	EAST ASIAN	SOUTH ASIAN	SOUTH EAST ASIAN	WEST ASIAN	WHITE	OTHER
TENURE								
Less than 5 yrs	19.0	16.0	22.0	20.7	15.7	21.0	21.6	22.1
5-10 yrs	15.6	18.8	24.9	25.2	22.8	23.1	16.6	19.1
10-15 yrs	14.7	23.5	21.3	24.9	34.0	18.8	15.3	16.2
15-20 yrs	13.8	21.6	11.1	13.4	16.9	13.4	13.2	12.7
Over 20 yrs	36.8	20.2	20.6	15.7	10.6	23.7	33.3	29.9

TENURE BY RACE
(%)

RACE	LESS THAN 5YRS	5-10 YRS	10-15 YRS	15-20 YRS	OVER 20 YRS
Not Specified	9.2	9.3	9.3	10.5	11.7
Black	2.2	3.2	4.3	4.7	1.8
East Asian	2.0	2.8	2.6	1.6	1.2
South Asian	2.1	3.1	3.3	2.1	1.0
South East Asian	1.0	1.7	2.7	1.6	0.4
West Asian	0.4	0.5	0.4	0.4	0.3
White	79.7	75.7	74.1	76.1	80.5
Other	3.4	3.7	3.3	3.1	3.0

RACE BY JOB CATEGORY
(%)

JOB CATEGORY	NOT SPEC.	BLACK	EAST ASIAN	SOUTH ASIAN	SOUTH EAST ASIAN	WEST ASIAN	WHITE	OTHER
Administrative Module	4.4	8.0	13.1	13.8	4.3	13.3	9.6	7.2
Clerical Module	0.4	1.8	0.9	0.5	2.4	0.0	0.5	0.5
Operational Module	4.0	0.6	0.4	0.5	0.6	0.0	2.6	2.1
Professional Module	1.2	2.3	9.4	8.0	2.4	13.9	5.3	2.2
Technical Module	1.5	0.6	0.7	0.5	0.5	1.7	1.8	0.7
Executive Compensation Plan	0.4	0.3	0.1	0.3	0.0	1.1	1.1	0.1
Law Enforcement (Management)	0.2	0.0	0.0	0.0	0.0	0.0	0.3	0.1
Excluded Category	1.3	3.9	3.7	4.1	3.7	2.2	1.9	3.1
Administrative Services Category	4.9	7.2	13.5	12.4	6.0	11.7	7.7	5.6
Correctional Services Category	2.6	2.0	0.3	0.3	0.3	1.7	2.1	1.6
General Operational Services Category	9.8	3.3	1.8	1.3	4.0	0.6	4.0	6.0
Institutional Care Services Category	7.2	5.2	1.2	1.8	4.4	3.9	6.1	5.7
Maintenance Services Category	16.9	2.5	1.8	2.8	3.1	3.9	7.6	11.5
Office Administration Category	28.2	51.5	33.8	40.2	48.7	28.9	26.5	37.7
Scientific and Professional Services Category	3.4	6.4	9.5	7.5	11.6	6.7	6.9	5.0
Technical Services Category	9.6	4.0	9.8	6.1	8.1	10.6	10.0	9.2
Law Enforcement Category	3.9	0.2	0.0	0.0	0.0	0.0	6.1	1.6

JOB CATEGORY BY RACE
(%)

	ADM MOD	CLER MOD	OPER MOD	PROF MOD	TECH MOD	EXEC COMP	LAW ENF MGT	EXC CAT	ADM SER
Not Spec.	5.0	7.1	16.1	2.7	9.0	4.3	6.7	6.5	6.7
Black	2.6	10.2	0.7	1.4	1.1	0.9	0.0	5.6	2.8
East Asian	2.8	3.4	0.3	3.7	0.8	0.2	0.0	3.5	3.4
South Asian	3.2	1.9	0.4	3.5	0.6	0.6	0.0	4.1	3.4
South East Asian	0.6	6.0	0.3	0.7	0.4	0.0	0.0	2.3	1.0
West Asian	0.5	0.0	0.0	1.0	0.4	0.4	0.0	0.4	0.6
White	82.6	68.0	79.5	85.5	86.4	93.1	92.4	72.7	79.6
Other	2.6	3.4	2.7	1.5	1.3	0.4	0.8	4.9	2.5

	CORR SER	GEN OPER	INST CARE	MAINT SER	OFF ADM	SCI PROF SER	TECH SER	LAW ENF
Not Spec.	13.2	22.3	12.4	20.9	10.1	5.3	10.1	7.7
Black	3.0	2.1	2.6	0.9	5.3	2.9	1.2	0.1
East Asian	0.3	0.8	0.4	0.4	2.3	2.8	1.9	0.0
South Asian	0.3	0.6	0.6	0.7	3.0	2.4	1.3	0.0
South East Asian	0.2	1.2	1.0	0.5	2.2	2.3	1.1	0.0
West Asian	0.3	0.0	0.2	0.2	0.4	0.4	0.4	0.0
White	80.1	68.5	79.6	71.9	72.4	81.5	80.8	91.1
Other	2.7	4.4	3.2	4.6	4.4	2.5	3.1	1.0

FRANCOPHONE STATUS BY REGION
(%)

REGION	NON FRANCOPHONE	FRANCOPHONE
East Ontario	15.5	23.2
South Ontario	24.6	13.9
Metro Toronto	27.5	12.8
South West Ontario	16.4	7.7
North West Ontario	16.0	42.4

REGIONS BY FRANCOPHONE STATUS
(%)

	EAST ONTARIO	SOUTH ONTARIO	METRO TORONTO	SOUTH WEST ONTARIO	NORTH WEST ONTARIO
STATUS					
NON FRANCOPHONE	90.4	96.1	96.8	96.8	84.1
FRANCOPHONE	9.6	3.9	3.2	3.2	15.9

FRANCOPHONE STATUS BY AGE
(%)

AGE	NON FRANCOPHONE	FRANCOPHONE
Less than 25	12.5	16.7
26 - 35	26.6	29.6
36 - 45	29.2	27.4
46 - 55	18.8	17.1
Over 55	12.9	9.3

AGE BY FRANCOPHONE STATUS
(%)

	LESS THAN 25	26-35	36-45	46-55	OVER 55
STATUS					
NON FRANCOPHONE	91.3	92.6	93.7	93.9	95.1
FRANCOPHONE	8.7	7.4	6.3	6.1	4.9

FRANCOPHONE STATUS BY EDUCATION
(%)

EDUCATION	NON FRANCOPHONE	FRANCOPHONE
Grade 11 or less	20.7	26.7
Grade 12 or 13	49.1	47.6
Bachelor Degree or higher	18.2	12.0
Other (not specified)	11.9	13.6

EDUCATION BY FRANCOPHONE STATUS
(%)

STATUS	GRADE 11 OR LESS	GRADE 12 OR 13	BACHELOR DEGREE OR HIGHER	OTHER (NOT SPEC.)
NON FRANCOPHONE	91.5	93.9	96.2	92.5
FRANCOPHONE	8.5	6.1	3.8	7.5

FRANCOPHONE STATUS BY STAFF STATUS
(%)

STAFF STATUS	NON FRANCOPHONE	FRANCOPHONE
Civil Servant	78.6	73.0
Unclassified	20.9	26.3
Other	.5	.6

STAFF STATUS BY FRANCOPHONE STATUS
(%)

STATUS	CIVIL SERVANT	UNCLASSIFIED	OTHER
NON FRANCOPHONE	93.8	91.7	91.5
FRANCOPHONE	6.2	8.3	8.5

FRANCOPHONE STATUS BY SALARY
(%)

SALARY	NON FRANCOPHONE	FRANCOPHONE
$20,000 or less	18.8	20.9
$20,001 - 25,000	30.7	35.6
$25,001 - 35,000	24.9	26.7
Over $35,000	24.5	16.8

SALARY BY FRANCOPHONE STATUS
(%)

	$20,000 OR LESS	$20,001-$25,000	$25,001-$35,000	OVER $35,000
STATUS				
NON FRANCOPHONE	92.6	92.3	93.2	95.7
FRANCOPHONE	7.4	7.7	6.8	4.3

FRANCOPHONE STATUS BY TENURE
(%)

	NON FRANCOPHONE	FRANCOPHONE
TENURE		
Less than 5 yrs	20.9	24.2
5 - 10 yrs	17.1	16.8
10 - 15 yrs	16.2	13.5
15 - 20 yrs	13.6	10.8
Over 20 yrs	32.1	34.7

TENURE BY FRANCOPHONE STATUS
(%)

STATUS	LESS THAN 5 YRS	5-10 YRS	10-15 YRS	15-20 YRS	OVER 20 YRS
NON FRANCOPHONE	92.4	93.4	94.4	94.6	92.8
FRANCOPHONE	7.6	6.6	5.6	5.4	7.2

FRANCOPHONE STATUS BY JOB CATEGORY
(%)

JOB CATEGORY	NON FRANCOPHONE	FRANCOPHONE
Administrative Module	9.2	6.8
Clerical Module	0.6	0.2
Operational Module	2.5	2.7
Professional Module	5.0	2.9
Technical Module	1.7	1.2
Executive Compensation Plan	1.0	0.3
Law Enforcement (Management)	0.3	0.1
Excluded Category	2.1	1.4
Administrative Services Category	7.6	8.0
Correctional Services Category	1.9	3.5
General Operational Services Category	4.5	4.2
Institutional Care Services Category	5.9	6.1
Maintenance Services Category	7.9	13.8
Office Administration Category	28.3	30.2
Scientific and Professional Services Category	6.8	4.4
Technical Services Category	9.7	9.7
Law Enforcement Category	5.3	4.4

JOB CATEGORY BY FRANCOPHONE STATUS
(%)

	ADM MOD	CLER MOD	OPER MOD	PROF MOD	TECH MOD	EXEC COMP	LAW ENF MGT	EXC CAT	ADM SER
NON FRANCO	95.0	97.0	92.6	96.0	95.1	97.6	98.3	95.6	93.0
FRANCO	5.0	3.0	7.4	4.0	4.9	2.4	1.7	4.4	7.0

	CORR SER	GEN OPER	INST CARE	MAINT SER	OFF ADM	SCI PROF SER	TECH SER	LAW ENF
NON FRANCO	88.2	93.7	93.2	88.9	92.9	95.5	93.3	94.3
FRANCO	11.8	6.3	6.8	11.1	7.1	4.5	6.7	5.7

DISABILITY STATUS BY REGION
(%)

REGION	NON DISABILITY	DISABILITY
East Ontario	16.1	15.9
South Ontario	23.8	24.4
Metro Toronto	26.7	22.5
South West Onatrio	15.8	15.7
North West Ontario	17.5	21.5

REGIONS BY DISABILITY STATUS
(%)

	EAST ONTARIO	SOUTH ONTARIO	METRO TORONTO	SOUTH WEST ONTARIO	NORTH WEST ONTARIO
STATUS					
NON DISABILITY	94.2	94.0	95.0	94.1	92.8
DISABILITY	5.8	6.0	5.0	5.9	7.2

DISABILITY STATUS BY AGE
(%)

AGE	NON DISABILITY	DISABILITY
Less than 25	13.1	6.4
26 - 35	27.4	15.6
36 - 45	29.1	27.8
46 - 55	18.3	26.6
Over 55	12.1	23.6

AGE BY DISABILITY STATUS
(%)

	LESS THAN 25	26-35	36-45	46-55	OVER 55
STATUS					
NON DISABILITY	97.0	96.5	94.3	91.6	89.1
DISABILITY	3.0	3.5	5.7	8.4	10.9

DISABILITY STATUS BY EDUCATION
(%)

EDUCATION	NON DISABILITY	DISABILITY
Grade 11 or less	20.8	30.7
Grade 12 or 13	49.0	47.2
Bachelor Degree or higher	18.0	13.2
Other (not specified)	12.3	9.0

EDUCATION BY DISABILITY STATUS
(%)

STATUS	GRADE 11 OR LESS	GRADE 12 OR 13	BACHELOR DEGREE OR HIGHER	OTHER
NON DISABILITY	91.0	94.4	95.5	95.8
DISABILITY	9.0	5.6	4.5	4.2

DISABILITY STATUS BY STAFF STATUS
(%)

STAFF STATUS	NON DISABILITY	DISABILITY
Civil Servant	77.8	86.3
Unclassified	21.7	13.0
Other	.5	.7

STAFF STATUS BY DISABILITY
(%)

STATUS	CIVIL SERVANT	UNCLASSIFIED	OTHER
NON DISABILITY	93.5	96.4	92.4
DISABILITY	6.5	3.6	7.6

DISABILITY STATUS BY SALARY
(%)

SALARY	NON DISABILITY	DISABILITY
$20,000 or less	19.3	13.1
$20,001 - 25,000	31.1	31.9
$25,001 - 35,000	25.6	32.3
Over $35,000	24.0	22.6

SALARY BY DISABILITY STATUS
(%)

STATUS	$20,000 OR LESS	$20,001-$25,000	$25,001-$35,000	OVER $35,000
NON DISABILITY	95.5	93.9	92.7	94.7
DISABILITY	4.5	6.1	7.3	5.3

DISABILITY STATUS BY TENURE
(%)

TENURE	NON DISABILITY	DISABILITY
Less than 5 yrs	21.6	13.2
5 - 10 yrs	17.1	17.0
10 - 15 yrs	16.0	17.6
15 - 20 yrs	13.2	18.4
Over 20 yrs	32.2	33.7

TENURE BY DISABILITY STATUS
(%)

STATUS	LESS THAN 5 YRS	5-10 YRS	10-15 YRS	15-20 YRS	OVER 20 YRS
NON DISABILITY	96.3	94.1	93.5	91.9	93.8
DISABILITY	3.7	5.9	6.5	8.1	6.2

DISABILITY STATUS BY JOB CATEGORY
(%)

JOB CATEGORY	NON DISABILITY	DISABILITY
Administrative Module	9.1	7.6
Clerical Module	.5	.3
Operational Module	2.4	3.9
Professional Module	4.9	4.2
Technical Module	1.6	2.2
Executive Compensation Plan	.9	.8
Law Enforcement (Management)	.2	.1
Excluded Category	2.1	1.3
Administrative Services Category	7.6	7.4
Correctional Services Category	2.0	2.6
General Operational Services Category	4.4	5.4
Institutional Care Services Category	5.7	9.4
Maintenance Services Category	8.1	10.8
Office Administration Category	28.9	22.2
Scientific and Professional Services Category	6.6	6.4
Technical Services Category	9.6	10.6
Law Enforcement Category	5.2	4.7

JOB CATEGORY BY DISABILITY STATUS
(%)

	ADM MOD	CLER MOD	OPER MOD	PROF MOD	TECH MOD	EXEC COMP	LAW ENF MGT	EXC CAT	ADM SER
NON DISABILITY	95.0	96.2	90.8	94.7	91.9	95.0	98.3	96.4	94.1
DISABILITY	5.0	3.8	9.2	5.3	8.1	5.0	1.7	3.6	5.9

	CORR SER	GEN OPER	INST CARE	MAINT SER	OFF ADM	SCI PROF SER	TECH SER	LAW ENF
NON DISABILITY	92.2	92.8	90.6	92.2	95.3	94.2	93.4	94.6
DISABILITY	7.8	7.2	9.4	7.8	4.7	5.8	6.6	5.4

GENDER BY REGION
(%)

REGION	FEMALE	MALE
East Ontario	14.0	18.0
South Ontario	24.9	23.0
Metro Toronto	31.6	21.7
South West Ontario	15.1	16.4
North West Ontario	14.3	20.9

REGIONS BY GENDER
(%)

	EAST ONTARIO	SOUTH ONTARIO	METRO TORONTO	SOUTH WEST ONTARIO	SOUTH WEST ONTARIO
GENDER					
Female	41.8	49.8	57.2	45.9	38.6
Male	58.2	50.2	42.8	54.1	61.4

GENDER BY AGE
(%)

	FEMALE	MALE
AGE		
Less than 25	16.4	9.3
26 - 35	32.3	21.6
36 - 45	26.5	31.3
46 - 55	14.8	22.4
Over 55	9.9	15.3

AGE BY GENDER
(%)

	LESS THAN 25	26-35	36-45	46-55	OVER 55
GENDER					
Female	61.7	57.7	43.6	37.6	37.1
Male	38.3	42.3	56.4	62.4	62.9

GENDER BY EDUCATION
(%)

EDUCATION	FEMALE	MALE
Grade 11 or less	17.9	24.4
Grade 12 or 13	54.6	43.9
Bachelor Degree or higher	14.2	20.9
Other	13.4	10.8

EDUCATION BY GENDER
(%)

	GRADE 11 OR LESS	GRADE 12 OR 13	BACHELOR DEGREE OR HIGHER	OTHER
GENDER				
Female	36.0	51.8	31.4	53.9
Male	64.0	48.2	68.6	46.1

GENDER BY STAFF STATUS
(%)

STAFF STATUS	FEMALE	MALE
Civil Servant	75.6	80.0
Unclassified	23.9	18.7
Other	.5	.6

STAFF STATUS BY GENDER
(%)

	CIVIL SERVANT	UNCLASSIFIED	OTHER
GENDER			
Female	46.1	53.9	43.3
Male	53.9	46.1	56.7

GENDER BY SALARY
(%)

SALARY	FEMALE	MALE
$20,000 or less	30.2	8.7
$20,001 - 25,000	40.4	22.7
$25,001 - $35,000	19.6	31.9
Over $35,000	9.9	36.7

SALARY BY GENDER
(%)

	$20,000 OR LESS	$20,001-$25,000	$25,001-$35,000	OVER $35,000
GENDER				
Female	65.7	61.8	35.8	18.6
Male	34.3	38.2	64.2	81.4

GENDER BY TENURE
(%)

	FEMALE	MALE
TENURE		
Less than 5 yrs	27.7	15.1
5 - 10 yrs	20.1	14.4
10 - 15 yrs	14.4	17.6
15 - 20 yrs	9.3	17.3
Over 20 yrs	28.5	35.7

TENURE BY GENDER
(%)

	LESS THAN 5 YRS	5-10 YRS	10-15 YRS	15-20 YRS	OVER 20 YRS
GENDER					
Female	62.6	56.1	42.6	33.0	42.1
Male	37.4	43.9	57.4	67.0	57.9

GENDER BY JOB CATEGORY
(%)

JOB CATEGORY	FEMALE	MALE
Administrative Module	7.0	10.8
Clerical Module	0.8	0.3
Operational Module	0.8	4.1
Professional Module	2.3	7.1
Technical Module	0.2	3.0
Executive Compensation Plan	0.2	1.5
Law Enforcement (Management)	0.0	0.4
Excluded Category	4.1	0.3
Administrative Services Category	6.1	8.9
Correctional Services Category	1.0	2.9
General Operational Services Category	4.2	4.7
Institutional Care Services Category	8.3	3.8
Maintenance Services Category	1.9	14.1
Office Administration Category	50.4	8.6
Scientific and Professional Services Category	7.9	5.4
Technical Services Category	4.3	14.6
Law Enforcement Category	0.4	9.6

JOB CATEGORY BY GENDER
(%)

	ADM MOD	CLER MOD	OPER MOD	PROF MOD	TECH MOD	EXEC COMP	LAW ENF MGT	EXC CAT	ADM SER
Female	37.1	74.8	15.5	23.0	4.9	12.6	0.8	93.3	38.3
Male	62.9	25.2	84.5	77.0	95.1	87.4	99.2	6.7	61.7

	CORR SER	GEN SER	INST OPER	MAINT CARE	OFF SER	SCI PROF ADM	TECH SER	LAW ENF
Female	24.7	44.9	66.4	11.1	84.2	57.3	21.0	3.3
Male	75.3	55.1	33.6	88.9	15.8	42.7	79.0	96.7

ANALYSIS OF **I COUNT**
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